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DEMOCRACY IN EDUCATION . . . EDUCATION FOR DEMOCRACY

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66

CHICAGO 4, ILLINOIS

May,

Calls For Social Reforms

1960 White House Conference Overrules Political Apathy

By Willard Shelton
Managing Editor, AFL-CIO News
Written for the American Teacher

WASHINGTON, D.C. — The value of a White House Conference on Children and Youth is its projection of the thoughts and urgencies of a great cross-section of the people—in this case slightly more than 7,600 of them—and the 1960 conference should be remembered as one in which the people showed they are far ahead of their government in their attitudes on the responsibility of our kind of society for its members.



Mr. Shelton

It was perfectly possible for speakers to say, as at least one or two did, that these great decennial events do not produce spectacular immediate results. It was possible during the conference to find scores of wilted,

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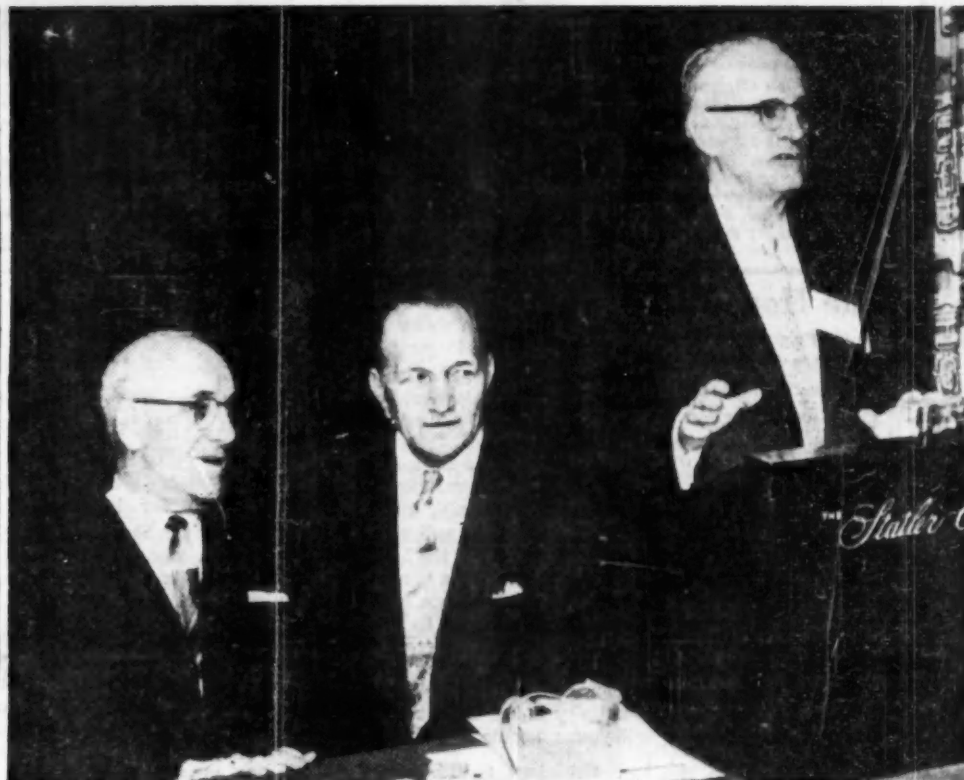
Alaska Enacts New Teacher Tenure Law

JUNEAU, Alaska — A new Alaska Tenure law strengthening teacher security after two years probation was enacted by the legislature and signed by Gov. Egan at press time.

Proven incompetence, immorality, wilful incompatibility and non-compliance with school laws are spelled out as only reasons for contract nonrenewal.

Accused teachers are entitled to full scale public or private hearings before the school board, testimony under oath, the subpoena and cross-examination of witnesses by legal counsel, and complete transcript of testimony.

AFT General Counsel John Lichtenberg, returning from an Alaska defense case, said the bill was supported by Alaska AFT Locals, fought through the legislature by Sen. Seaborn J. Bucklew, and that while court appeal is not included, right of review exists under common law.



Speakers at AFL-CIO education department orientation session for labor and teacher delegates preceding White House Conference on Children and Youth which endorsed Federal Aid for Education and other long-standing AFT objectives: From left, Speakers Peter Schoemann of Washington, president of the journeymen plumbers and chairman of the AFL-CIO education committee; AFT President Carl J. Megel, committee member, and John D. Connors, then AFL-CIO education director, now on staff of AFL-CIO President George Meany, (Story, Connors promotion, page 5.)

Superintendents Pay Average \$14,541

AFT Survey Shows Teachers Also Lag in Fringe Benefits

By George S. Reuter
Research Director, American Federation of Teachers

CHICAGO, Ill. — The American public school superintendent has gained recognition salary-wise to a much greater extent than the classroom teacher.



Dr. Reuter

A survey of superintendents' salaries in cities of over 10,000, leads into the question: If their salaries are not too high, are teachers being paid enough?

Also, from the information at hand, two strange facts stand out. Many superintendents have no more professional training than their teachers. While teach-

ers compensation is lower in southern states, superintendents fare better.

As of Sept. 1, 1959, control date of the survey, the average salary of superintendents nationally was \$14,541. Highest paid was Dr. Benjamin C. Willis, drawing \$40,000, subsequently raised to \$43,000. Drawing the least, \$7,750, was Supt. Joseph

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Workshops This Summer For Leaders

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Dayton Rolls Out Red Carpet For Convention

DAYTON, Ohio—Major planning for organizational growth and classroom teacher welfare is programmed for the 44th annual convention of the American Federation of Teachers, here, Monday, Aug. 15, through Friday, Aug. 19, next, with Executive Council sessions preceding and following.

The Dayton Federation of Teachers, Local 921, will host the big delegate assembly, with the Ohio State Federation of Teachers and other major Locals of the state cooperating.

From Chicago, AFT President Carl J. Megel said early planning is for nationally known speakers and action on new welfare policies.

He added that delegates must be elected by secret ballot and certified in accordance with election provisions of the Labor

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AFT Group Life Insurance In Force, Beats Target Date

CHICAGO, Ill.—The new and innovational low-cost group life insurance plan for American

Federation of Teachers members and their immediate families became effective May 1 for policy holders of record.

This was announced at press time by AFT President Carl J. Megel, Insurance Advisor Albert H. Wohlers and Walter E. Goodman, vice-president of the All American Life and Casualty Company.

Wohlers said that the requirements for effectiveness established by the insurance company were met almost 30 days before the target date. This means, he said, that if you completed arrangements for one of the poli-



Mr. Wohlers

cies (American Teacher, March, and American Teacher magazine, April, 1960), you are covered.

Policies to 93 Per Cent

He added that the flood of applications is continuing, and that an analysis shows that the insurance company has issued policies to 93 per cent of all applicants, "an outstanding accom-

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New Duty-Free Time In Ohio, Pennsylvania

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American Federation of Teachers Leaders at White House Conference on Children and Youth



From left, John Cosgrove, Washington, member, Workers Education Local 189; George Gibson, Madison, Wis., Local 35; Rose Claffey, Salem, Mass., AFT vice-president; Mrs. Rebecca Simonson, Peekskill, N. Y., AFT vice president; C. B. Robinson, president, Chattanooga, Tenn., Local 428; Louis Walk, president, Des Moines, Ia., Local 600; Selmer Drage, Minneapolis, Minn., Local 59; Mrs. Jane Rehberg, Ypsilanti, president, Michigan Federation of Teachers; AFT President Carl J. Megel; Minnesota Senator Karl Gritter, member, St. Paul Local 28 and AFT Editor Marie L. Caylor of Chicago. In 2-col. cut: AFT General Counsel John Litgenberg of Chicago; Mary Herrick, Chicago, AFT vice-president; Mrs. Josephine Oblinger, Springfield, president, Illinois State Federation of Teachers; Paul A. Ward, Chicago, then AFT secretary; Celia Pincus, president, Philadelphia, Local 3; Louis McGuinness, member, Detroit Local 231; Mrs. Antonia Kolar, president, Detroit Local 231 and John M. Feukes, president, Chicago Local 1. Other AFT-member delegates not in photos were, Selma Borchardt, Washington, AFT vice-president; Ethel du Pont, member Louisville, Ky., Local 672; Richard Y. Murray, Tucson, president, Arizona Federation of Teachers, and Ben Segal, Washington, president Local 189. Megel, Miss Borchardt and Ward were AFT Delegates; Mrs. Caylor a delegate from the International Labor Press Association, and many others delegates from the states labor bodies, or conference resource persons.

White House

From Page 1

harassed delegates in something of despair at the turbulence and confusion surrounding the simultaneous meeting of 218 "work groups" reporting in the end to 18 "forums" that became final arbiters of the resolutions and were criticized, by some, for what was called a "watering-down" process.

Delegates Spoke Minds

The fact remains that the delegates managed to speak their minds unmistakably on a wide variety of subjects including for Federal Aid for Education, the overriding issue of race discrimination, the problems of low wages and joblessness and migrant labor and other assorted maladjustments that permit vast islands of poverty and exploitation in our affluent society.

The temptation to call it a "runaway" conference must be resisted, but there was a blandness about the advance planning in Washington that gave the actual results unusual impact.

Up until about six months before the event, an incipient revolt was brewing in the national advisory committee because of administration delay in appointing an overall conference director with authority to make major decisions.

The suspicion existed that the delay arose from political apprehensions; a White House Conference on Education, just five years ago, erupted with insistent demands for the kind of Federal school aid that President Eisenhower had always previously rejected.

Eisenhower Opening Bland

There was little in the advance reports to encourage a belief that the administrative planners wanted the delegates to come to grips with precisely the issues they fastened on—racial discrimination and Federal money and Federal leadership in solving the problems of the national community. Mr. Eisenhower's opening address to the delegates spoke highly of the helpful

aspects of family cookouts but did not exhort them to search their consciences about moral wrongs and social imperatives.

Almost imperceptibly but irresistibly, the delegates established their own benchmarks and wrote their own declarations. They went beyond lip service to civil rights to express support of the Negro students of the South in their fight for equality and an "endorsement" of the sitdown demonstrations that also deplored "force, violence, political or legal contrivances to prohibit or intimidate" the protests. They criticized craft apprenticeship programs denying equality of opportunity in the skilled crafts to all young people.

Criticized Callousness

There was an insistent criticism of the callousness that exempts the children of two million farm laborers from the protection of child labor laws, exempts the workers themselves from the protection of minimum wage and occupational injury laws.

A forum dealing with economic matters reported resolutions for sweeping improvements in the unemployment compensation system, for vast improvements in the coverage of the Federal minimum wage, for amendment of state wage laws to meet the standards of the Federal statute.

A forum chairman ruled out of order a report criticizing the president for "lack of leadership" in guiding the country to full support of the Supreme Court's desegregation decisions, but the resolution was passed with a declaration that the White House had an affirmative responsibility.

Acted For Our Times

The decennial conference is not a legislative body and its membership is chosen in a different way from that producing a Congress. Its values may rest in just this fact: they are reflective; they mirror the American life and conscience at a specific moment in history.

In 1960, they revealed a people who are creditably sensitive about weaknesses in our social, family, religious, moral and educational life and anxious to make a contribution worthy of our time

Superintendents

From Page 1

A. Whelan, North Providence, R. I.

(National classroom teacher salary averages make interesting comparisons. For Bachelors, the average for beginners is \$4,003, and the maximum average is \$4,408 and the maximum average, \$6,557.)

These and other comparisons indicate that superintendents have done considerably better for themselves than teachers in recent years. Also, the average administrator has a fairly large expense appropriation and an automobile for his use at taxpayers' expense.

Summaries by Regions

Superintendents' salaries vary by geographical areas as do teachers pay schedules. They also show major variations in adjoining districts. Extremes and averages by regions follow:

Northeastern: Average superintendents salary, \$13,647. Highest, \$37,500 to Dr. John Theobald, New York City. Lowest, \$7,750 to Whelan, North Providence. For teachers, the average Bachelors beginning is \$4,002.

Central: Average superintendents, \$14,190. Highest, Dr. Willis' \$40,000. Lowest, \$8,400 to Dr. John F. Haberbosch, Fort Scott, Kan. For teachers, average Bachelors beginning, \$4,223.

Southern: Average, \$13,629. Baltimore, Md., and Houston, Tex., pay Dr. George B. Brain and Dr. John W. McFarland \$25,000 each, highest. Lowest for the area, Dr. Gladstone Koffman's \$8,000 in Hopkinsville, Ky. Average Bachelors beginning, \$3,472.

Western: Average for Superintendents, \$16,910. Highest paid, Dr. Ellis A. Jarvis, Los Angeles, drawing \$35,870. Lowest paid, J. K. Corbett, Laramie, Wyo., \$9,150. Average starting for Bachelors, \$4,434.

In the Canal Zone and Guam, beginning teachers' salaries were \$5,625 and \$3,770, respectively. Average for superintendents was \$12,571 with Dr. Sigurd E. Esser of the Zone drawing \$15,393, the

highest, and John R. Trace of Guam, \$9,750, the lowest.

During a period of time when vast fortunes are multiplying in America, teachers find themselves faced with salaries half those of truck drivers, in a poorer financial position than during the depression. Superintendents are in a favored position, compared with other professional people.

Fringe Benefits

While superintendents have for many years received fringe benefits of various types, teachers are shown by another survey to have only recently begun to irregularly obtain such consideration throughout the country. All states now have some districts allowing sick leave for teachers.

... Twenty states have districts that provide for the development of an unlimited sick leave.

... Fifteen have districts allowing severance pay.

... Twenty-one have districts paying all or part of health insurance policy premiums.

... Forty-seven, the District of Columbia and the Canal Zone have districts allowing funeral leave.

... Forty-five, the District and Zone have districts allowing leave for military service.

... Forty-three, the District, the Zone and Guam have districts allowing limited personal leave with pay.

... Forty-one, the District and the Zone have districts providing for sabbatical leave.

... Forty-five, the District and Guam have districts providing for maternity leave.

... Twenty-nine states provide Federal social security for teachers, and five others make it optional for districts to adopt it.

Copies of the two surveys referred to have been distributed to state and Local Federation presidents.

AFT Leaders Take Major Roles in Rights Institute

BOSTON, Mass.—Recognition of labor's commitment to civil rights as a major concern in its program and the need for trade unions to seek out problem areas of discrimination rather than wait for these issues to be brought up by outside pressures, were twin underlying sentiments expressed at the 8th annual Labor Institute on Human Rights held here last month.

The institute was sponsored by the Civil Rights Committee of the Massachusetts State Labor Council, in cooperation with the Jewish Labor Committee and the Catholic Labor Guild.

Miss Linskey Planner
Belle Linskey, of Salem, president of the Massachusetts Federation of Teachers, helped plan

the program as a member of the State AFL-CIO civil rights committee.

John Bowes, former president of the Boston Teachers Union, Local 66, was a discussant group leader and Benjamin D. Segal of Washington, president of Workers Education Local 189, was one of the keynoters. More than 250 delegates attending the one-day session, also addressed by major labor leaders of the area.

Workshops on Areas

The delegates were divided into workshops which considered the problems of employment discrimination, apprentice training, attacks on the bill of rights, planning civil rights programs for union locals, attacking prejudiced attitudes, organized labor's policies on civil rights; and the relationship of southern restaurant sit-ins to organized labor.

All the workshop participants indicated recognition that organized labor has a deep interest and stake in civil rights.



Mr. Segal

Women's Labor Law Invoked For Quaker Duty-Free Time

HARRISBURG, Pa.—Pennsylvania teachers having a five-hour or longer continuous work day are expected to return to classes in September with a 30-minute duty-free period for lunch or rest under a 1-year old and up-to-now unenforced state labor law.



Miss Root

The law is the Women's Labor Law, enacted in 1913, which requires 30 minutes for lunch or rest for women following no more than five hours of work.

Margaret Root of Philadelphia, executive secretary of the Pennsylvania Federation of Teachers, said the Federation

Citing the Pennsylvania Women's Labor Law referred to in this story, AFT President Carl J. Megel urged state and Local Federations to search their labor laws for comparable provisions.

will insist that the break include men teachers as a matter of non-discrimination and policy.

Effective in September

Announcement that school districts will be given until September to make the necessary schedule changes for the free period was made at a state department of labor and industry conference with school officials and leaders of teachers organizations recently.

Ohio Law Working

CLEVELAND, O.—Paul A. Corey, president of the Cleveland Teachers Union, Local 279, and legislative representative of the Ohio Federation of Teachers, said the state's new law providing a 30-minute duty-free lunch period for teachers is working smoothly.

The law, enacted by last year's legislature, and applying to all teachers became effective in November. It was backed in the legislature by the Ohio AFL-CIO and the teachers unions of the state.

William Batt heads the labor and industry department, and Miss Elizabeth Johnson its bureau of women and children which will administer the newly authorized enforcement.

Miss Root, who attended the conference, said pressures to solve the free period problem were increased by conditions resulting from consolidation of school districts and widespread bus transportation.

Would Include Men

"While the law can be enforced to protect women only," Miss Root said, "we shall insist that men share in this boon to good health and better teaching. Where school lunch periods are now less than a half hour, students will also benefit."

The Pennsylvania Federations of Labor and Teachers sponsored bills for duty-free lunch periods for all teachers in the 1957 and 1959 state legislatures.

Hare Candidate For Governor Of Michigan

LANSING, Mich.—James McNeil Hare, Michigan secretary of state and life member of the Detroit Federation of Teachers, Local 231, announced his candidacy for governor of the state to succeed G. Mennen Williams who announced he will not run for reelection.



Mr. Hare

Hare was a member of Local 231's executive council while a teacher in Detroit, and also a director of the city's teachers credit union, the world's largest. He has been active in public affairs for many years.

He was manager of the century-old Michigan State Fair prior to 1955, and is the only democrat to be elected secretary of state for three terms.

Recently, he was named chairman of the Michigan State Safety Commission for the fifth year, and is noted for his various innovations in the committee's areas. Teachers of the state know him for his constructive work in education and wish him well.

Hare's candidacy is subject to the Michigan August primary. Mrs. Hare also taught school in Detroit for nine years, and still maintains her membership in Local 231.

Warns Nation, Build Culture With Budget

CHICAGO, Ill.—The president of Brooklyn College told the 20th annual education conference of the Chicago Teachers Union, Local 1,



Dr. Gideonse

that a country will not survive unless it builds into its culture — then into its budget — a respect for trained intelligence. Dr. Harry D. Gideonse stressed that in "trained intelligence" he meant in all its ramifications, and pointed out that judging from enrollments in the graduate schools right now, the number of college teachers trained in the next 10 years will not exceed 80,000.

"This gives you a picture," he added, "of the complete blind alley that we are in at present, unless we somehow put a stick of dynamite under this process and make a dramatic improvement."

He said the doubling or tripling of budgetary appropriations is necessary to reorient the incentive of young people to become teachers, since parents now tell their daughters they are fools to marry teachers, in terms

Federation of Teachers has received 1,200 new applications for membership.

Michigan Tenure Commission Blocks Board 'Rule or Ruin'

BENTON HARBOR, Mich.—A nearly year-long effort of this city's school board to rule or ruin its faculty and wreck the comparatively new Benton Harbor Federation of Teachers, Local 1342 (American Teacher, Jan., 1960), resulted in a board setback and first major victory for the teachers this spring.



Mr. Kahler

The Michigan State Tenure Commission reversed an ultimatum from the board to the teachers to sign improper contracts or quit, and held that dismissal of the teachers for not signing would be illegal under the state tenure law.

Fifty-six Appealed

Tenure commission members sitting on the case were Chairman Juste A. Rosati, Gladys E. Davis and Attorney Roger E. Craig. Fifty-six teachers led by Hugh M. Kahler, Local 1342 president, participated in the appeal.

The 56 were told by the commission that failure to sign did not constitute "just and reasonable cause for dismissal" and informed the board that it could not fire the group for this or any other reason not stipulated under the law and properly proven.

The board had set March 23 as the deadline for the teachers to sign "or else leave." Counsel for the board argued that the commission lacked jurisdiction, since no teacher had been ac-

tually discharged.

In taking jurisdiction and giving its ruling on the immediate point at issue, the commission also told the 56 teachers that "since their rights were being affected," they were justified in being absent from their classrooms to attend the hearing.

The absence issue arose from the fact that for a few days before the hearing, the board's attorney had tried "scare tactics" to keep the hearing secret from the teachers.

The tenure commission then adjourned the meeting indefinitely after calling for briefs from both sides. The board of education attorney was asked to answer questions as to the board's interpretation of the tenure law.

Tenure Rights Issue

Local 1342 leaders have been trying to meet with the board for almost a year to negotiate the contracts. The board offered contracts that would have resulted in the teachers signing away their tenure rights.

Eight months ago a majority of the teachers petitioned the Michigan Labor Mediation Board to intervene and mediate the dispute. The board secured a temporary injunction against this in the Circuit Court which is expected to hand down its decision shortly.

Benton Harbor board delaying tactics followed a ruling by the Michigan Supreme Court in a Garden City case (American Teacher, Jan., 1960) that the mediation board has jurisdiction in disputes between teachers and boards over salaries and working conditions.

New York Teachers Support Goals of United Federation

NEW YORK, N.Y.—Pledges supporting the new merged United Federation of Teachers, Local 2, (American Teacher magazine, April, 1960), in its fight for a salary increase and other benefits were being signed by New York City teachers at press time.



Mr. Hochberg

The pledges are for support of any action the Federation may consider necessary, including a work stoppage, to obtain negotiations with the school board and Mayor Wagner for the objectives. Signatures of 10,000 are sought.

New Salary Goal

The salary objective is \$5,000 to \$10,000, basic, in 10 equal increments with up to \$2,000 in additional increments. This immediate goal is one of three launched following the merger of the New York Teachers Guild and the Committee for Action Through Unity comprised of high school teachers.

Other objectives are a 10,000 membership and a collective bargaining election to determine a bargaining agent for the city's teachers. Dave Selden, Federation special representative, said

about 12,000 signatures had been obtained for the latter.

5-Point Program

Charles Cogen remains president, and Samuel Hochberg, who headed the high school group, is deputy president of the Federation. In a recent meeting with School Supt. John Theobald, the Federation called for:

- 1) A collective bargaining election in which teachers could decide on one organization which could represent them.
- 2) The \$5,000-\$10,000 basic salary schedule. (From funds available.)
- 3) Reduced class size.
- 4) The hiring of lunchroom aides to give elementary school teachers an uninterrupted lunch period, free from building duties.
- 5) Sick pay for substitute teachers.

Many Paper Organizations

There are now about three score teachers organizations in New York City, all operating independently, and many little more than paper organizations. Their objectives vary, and up-to-now Theobald has insisted on hearing salary and other proposals annually from each.

AFT President Carl J. Megel in a recent letter to Locals, quoted Cogen as stating that in three weeks of organization effort since the merger, the United



AFT leader and Oriental literature teacher consults with Free China commissioner: Elwood Karvand, new president of the Hibbing, Minn., Teachers Federation, Local 669, who teaches one of the few units in the United States on Oriental literature, confers with Miss Tse Wo Wu, secretary of the guidance and citizenship commission, ministry of education, Taiwan (Formosa), Free China, on changes in Chinese literature, during two weeks Miss Wu spent in Hibbing studying American techniques in instruction and guidance. An article by Karvand, "Teaching the Orient in High School," appeared in the April issue of the English Journal.

of the cars they will not be able to buy and the homes they cannot furnish.

Dr. Gideonse added: "This is a broader problem than budget. This is a problem of the culture of America. Unless we cope with it, we are likely to risk the sur-

vival of the free society which we cherish."

The Brooklyn college president's talk was followed by panels on education problems, and a luncheon talk by Dr. Carey Croneis, provost of Rice Institute, Houston, Tex.

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Democracy in Education

By Paul B. High*

Are substandard salaries the only substantive cause of the high teacher turnover annually in America's schools? Those who have participated in any grass roots unionization of teachers have discovered what is perhaps the major obstacle confronting the profession. The basic problem is the dearth of democracy in educational administration. This may realistically be thought a greater tragedy than inadequate salaries or undesirable working conditions which are results, not causative factors.

There is nothing new about the situation. Witness the AFT motto: "Democracy in Education, Education for Democracy". That this was adopted many years ago, indicates the continuing nature of the issue. What is startling is that so little has been done over the years to improve conditions.

The goal is a school system conducive to education of quality. "Democracy in Education" is an extension of the principle of democratic government into the school. It means simply that teachers shall participate in the policy formulation process. Areas included should be the administrative code, courses of study, textbook selection, curriculum evaluation and revision, salary schedules; in short, all phases of public education. The executing of policy, once adopted, is the job of administrators working in conjunction with the entire professional staff.

We live in an age of a preponderance of educational paternalism. Paternalism has been described by one unionist as the "near-science of making workers satisfied with conditions they should resent."

What are these conditions in public school systems? The board of education which approaches being a private club, holding no really public meetings and issuing no proceedings! The board oriented to a dollar and cents business philosophy of education! Curse be on the teacher in some areas who even dares to attend a board meeting or on that teacher organization which expects the opportunity of hearing in public meeting!

The kingpin of this "benevolent" control system is the superintendent. Buttressed by tax-saving groups, lord of his domain, requiring membership in educational associations, he and his associates control, often zealously participating in the selection of board candidates. He sits as a czar ready to strike at teachers who even inquire—let alone suggest. Presiding over an ever-expanding administrative hierarchy,

he may exercise autocratic powers which promote dissatisfaction, then apathy and at times strike fear in the very heart of the instructional staff.

The tactics used on the "uncooperative" teachers are legion: Increase in the work-load, transfer to less desirable teaching situations and the most deadly of all—nonrenewal of contracts. The results include mass turnover of personnel as well as the hamstringing of educational progress. Is it any wonder that American education has been denounced as, in effect, conformance resulting in mediocrity—instead of excellence based on initiative.

The widespread effectiveness of anti-union campaigns directed toward white collar workers in general has created the kind of climate among teachers in which paternalism and company unions flourish. The myth-making machinery has concentrated on identifying unionism as something exclusively related to blue collar workers. It has inbred the notion that the ideal professional protects and advances himself through his individual efforts. Group pressure and action is unheard of in other professional circles—medical and bar associations are not unions! Teachers, of all people, must not be unprofessional!

What are the answers? Abolition of the smoke screens. Allowing of true teacher involvement in the ways and means of the heretofore "directives from on high". Instructions by boards and superintendents to principals that there is to be no interference with the choice of organizations educators may join or institutes they choose to attend. Teacher representation before boards and school committees, as a matter of right, on all matters affecting teacher status.

Also, greater interest by central labor bodies in school affairs. Additional laws prescribing statewide teacher benefits, especially tenure laws with *de novo* clauses. Published salary schedules everywhere. Respect for teachers as citizens. Also, board members more representative of the community who constantly ask: "What is best for the child?" "How can our schools be improved?" Superintendents who realize the peculiar position and competence of teacher judgments on school affairs, and the inadvisability of unilateral action as compared with the team method.

The truly democratic answer is legal collective bargaining for public employees. The AFT policy favoring collective bargaining is clearcut. The process might not involve some of the areas of school administration. But for a Local to attain the status of bargaining agent is a tremendous victory. Lieberman, who declares that collective bargaining eventually will be "a respected part of the educational enterprise", thinks this a generation away for most states.

Only a few school districts in the entire nation actually have such agreements and some of these get involved in court action. An increasing number of Locals and state Federations have collective bargaining procedures included in the list of their immediate aims of highest priority. Some hope to achieve it in a year or two.

There is a grave danger regarding collective bargaining in districts where union members comprise a small minority. Another group may win the election held to determine the bargaining agent. This would deprive the Federation of any representation before the board as well as imperil the Local's existence.

There is no better path to "Democracy in Education" than that being chartered by those in the teacher union movement. Members of the American Federation of Teachers on all levels are laboring for a new democratization of the schools—not just the teaching about democracy. The opinions of the only indispensable element in the schools—the classroom teachers—have long been ignored in decisions involving the direction education is to take.

Teachers across the country are involved in a battle, the preliminaries of which require "organizing the unorganized". There are few signs of anyone else doing the job or of any other way that it will be accomplished. The challenge is clear!

Class Size in Minneapolis

From Federation News Bulletin*

Question: How many classes in the elementary schools exceed 30 pupils?

Answer: 694 out of 1,002 classes have over 30 pupils per class.

Question: Last fall we were told there was no crisis in our schools. How many teachers do we need to bring the class size down and how much would it cost?

Answer: In the elementary schools, if the average were 30 pupils, 76 more teachers would be needed at a cost of \$450,000 per year. To have no class over 30, an average of 28 would be needed; 153 additional teachers would be needed at a cost of \$936,000. Additional rooms would cost over \$2,000,000.

*Publication of the Minneapolis Federation of Teachers, Local 59, quoting statistics from the state's department of education.

The President's Column

By Carl J. Megel

AS WE CLOSE another year it is well for us to pause a moment to enumerate our gains and to evaluate our efforts. The first semester of the new decade of the 60's by any measurement must be valued in terms of its organizational difficulties.

Never in our history have we been beset with such stubborn opposition to the organization of teachers into the AFT. Nevertheless, as a compensating factor, never before have we had the interest and the desire on the part of classroom teachers to exercise their professional leadership by joining an organization that has continued to remain in the forefront in defense of teacher rights.

Most certainly, we will close the year with the highest membership in our history. But membership alone, is not a sole measurement of the strength, stature and vitality of our Locals. Unfortunately all too many boards of education still do not pursue those educational avenues which we revere but instead have in many instances flaunted the rights and privileges of classroom teachers. To counteract this influence, our membership has been compelled to participate actively in school board elections.

During the past year hundreds of our Locals actively participated in successful elections of carefully screened candidates for the board of education. Cleveland, Ohio; Terre Haute, Indiana; Kankakee and Cahokia, Illinois, are notable examples of successful participation. All of our Locals are to be complimented for the energy and vigor with which they pursued this objective.

BUT MORE PARTICULARLY the right of teachers to exercise their democratic prerogatives has been most effectively translated into development of adult concepts within the community. The White House Conference on Children and Youth, which was held in Washington the last week in March, gave clear evidence that the AFT is providing leadership in developing ideals and objectives for improving our national educational system.

The proposals adopted by the White House Conference on Children and Youth coincide so completely with the long established AFT position that all of us can be heartened in the knowledge that our program is beginning to take root throughout all sections of American society.

Over 7,500 delegates from every state in the union, representing every section of our society, formed a cross-section whose opinions must be given serious consideration by our political parties and by those who will draft the Democratic and Republican platform this summer.

The AFT was represented by some 20 delegates. These AFT delegates, together with about 50 AFL-CIO delegates, attended an orientation session on Sunday afternoon preceding the conference. This session was called and set up by John D. Connors, then director of the AFL-CIO Committee on Education, and his staff members.

As president of the AFT, I had the privilege of appearing on this panel. In my comments I presented a fact sheet which listed the needs of education and outlined facts and objectives which all delegates should pursue in their respective panels.

AS A RESULT of this briefing session our delegates were well-informed as to the needs of children and youth. Moreover, they spoke with one voice in their respective panels, thereby influencing to a large degree the final conference proposals.

Coordinating the AFL-CIO educational program with our activities, which are then publicized through our continuous and constant publicity program, are reasons why public opinion is being shaped in the direction to which we are giving dynamic leadership. Among others, the White House Conference:

Came out strongly in support of Federal Aid for Education both for teachers' salaries and for school construction.

Called upon President Eisenhower to use all means at his disposal to speed up school desegregation.

Overwhelmingly supported non-violent sit-in demonstrations by Negro students protesting segregation.

Recommended the establishment of state fair employment practices commissions.

Recommended that television, movies, radio, magazines and newspapers accept great responsibilities for transmitting the ideas and values which make for a wholesome American culture.

Recommended that the present \$1.00 per hour Federal minimum wage be increased to \$1.25.

These are the goals for which we strive. These are the aims toward which every member of the American Federation of Teachers reaches. Let us continue our dedication and enthusiasm to the end that American education may reach the strata so necessary for continued leadership.

*Vice-president, American Federation of Teachers.

Minnesota to Support Court Appeal in 'Philosophy' Case

MINNEAPOLIS, Minn.—Contest of the discharge of Edward R. Landin, science teacher, by the suburban Shakopee school board on generalized and unsupported charges was taken to the district court at press time.

Landin, member of the salary and welfare committee of the Shakopee Federation of Teachers, Local 1346, received notice he would be dropped June 3, although his principal had recommended him for a scholarship.

The board charged that Landin's "philosophy of education" appears to be in conflict with standards acceptable to the people and the school board of the Shakopee school district.

Harvey Otterson, executive secretary of the Minnesota State Federation of Teachers, declared the fact that Landin was a member of the salary committee in negotiation with the board may have contributed to the latter's action.

Fifteen Minute Hearing

State Sen. Donald Fraser, retained as attorney for Landin by the Minnesota Federation, obtained a board hearing in which the latter listened only 15 minutes before upholding itself.

A hearing in the court suit was scheduled for May 10. Fraser

previously had told the board: "Reasons stated for this teacher's termination are vague and related to standards which are not definable or identified anywhere with school regulations. I cannot refute evidence which is not in front of me."

Supplementing its "philosophy of education" statement, the board offered four reasons for its action, including one that Landin used bad judgment in pictures selected for extracurricular activities.

Stability Under Union

About 50 members of the American Federation of Teachers from the Shakopee and adjacent Locals attended the board "hearing."

Otterson recalled that prior to the organization of Local 1346, the district had had difficulty in retaining teachers, but the situation improved with the union.

"Could it be," he asked, "that the board worried if the teachers stayed and it could not hire new teachers at the bottom of the scale?"

Otterson said that a weakness of the Minnesota tenure law is the fact that the board doing the firing hears the teacher's appeal. He added:

"However the hearing does act as a deterrent to a great deal of promiscuous firing, and where boards have really been fair-minded they have reversed themselves."

He said that the Minnesota State Federation of Teachers will support Landin's court appeal. Carl A. Olson is president of Shakopee Local 1346.

Connors Named Greenway, 1330, Wins \$5,000 Aide to Meany, BA Starting, Paid Coverage Rogin Director

WASHINGTON, D. C.—John D. Connors, director of the AFL-CIO department of education since its merger, has been promoted to the staff of President George Meany to handle the latter's special assignments.

Meany named Lawrence D. Rogin, director of labor education and service for the Institute of Labor and Industrial Relations, University of Michigan, to succeed Connors as education director.

Both Connors and Rogin are members of Workers Education Local 189, former teachers and veterans in their current fields.



Mr. Rogin

COLERAINE, Minn.—Teachers in this land of sky-blue waters will return to school next September with an 8-lane, 10-step salary schedule and other benefits gained this winter and spring.

Agreed upon by the Greenway Federation of Teachers, Local 1330, a majority union of which Joseph Tamillo is president, the schedule will start with \$4,500 for teachers with two years of college, \$5,000 for Bachelors, and go to an \$8,300 top for Doctors.

Increases in the degree lanes will range from \$500 to \$600. Bachelors starting at the \$5,000 will attain \$7,300 in the decade; Masters will start at \$5,500 reaching \$7,800, while the Doctors starting will be \$6,000.

Miss Vivian Franti, secretary, reporting for the Local, said that mid-way this year the union was also able to reach an agreement with the board for a clinic coverage plan to be paid by the board through a special levy.

"This insurance is an extension," she said, "of Blue Shield coverage also paid by the board. Previously each employee was covered by a \$4,000 term life insurance policy."

Local 1330 was assisted in its negotiations by Eugene Bangs, Chisholm attorney. Another project of which the Federation is understandably proud is one in which it has given two \$200 scholarships annually to seniors from Greenway High School, Coleraine, to attend the area's Itasca Junior College.

Edina to Start Year With New Pay Increase

MINNEAPOLIS, Minn.—The 275 teachers in the suburban Edina-Morningside district, many of whom are represented by the Federation of Teachers, Local 1172, will have a new salary schedule \$200 to \$500 higher next year.

The raise was agreed upon by the board and the Faculty Club representing teachers organizations. The Bachelors lane will be \$4,500, up \$200, to \$7,675, up \$475.

The Masters will start at \$5,000, also up \$200, and go to \$8,500 which is \$500 more. The Minneapolis Star said the largest increases, \$450 and \$500, were between the third and fourth year in both lanes. Masters plus 60 will have a \$9,000 maximum.

OFT Requests Labor Support In Legislation

PORTLAND, Ore.—The Oregon Federation of Teachers at its this year's convention here, asked the Oregon AFL-CIO to "recognize" the Oregon Education Association as a company union and oppose the principle of merit pay for teachers in the state.

Renewed support of the state labor body of a teachers duty-free lunch bill and an anti-discrimination measure next year was also requested.

Arthur D. Grafiou, president of the Spokane, Wash., Federation of Teachers, Local 967, in an after-luncheon talk urged that Americans reexamine and re-order their national values, to strengthen morality and education.

Phyllis Hutchinson of Portland, an AFT vice-president, was reelected president of the Oregon Federation.



Guy M. Lahr, president of the Granite City, Ill., Federation of Teachers, Local 743, presents check to Art Mills, president of the Cahokia-Commonfields Federation of Teachers, Local 1272, to help defray expenses of the Cahokia teachers work-stoppage last fall (American Teacher, Nov., 1959). Following strike and this spring, Cahokia teachers secured the election of four fairer school board members.

New \$5,000 Starting, Skokie Doctors \$12,000 In 22 Years

SKOKIE, Ill.—Teachers of the fast-growing Chicago suburban Niles Township Community High School, represented by the Niles Township Federation of Teachers, Local 1274, of which Aune M. Toivola is president, have a new 1960-61 salary schedule beginning with \$5,000 a year for Bachelors and going to a \$12,000 high for Doctors, but in 22 years.

Joseph C. Cech, Local 1274's publicity chairman, also reported that teachers won a guarded right to inspect their personnel folders, excepting college credentials, with a representative of the superintendent's office.

The new Bachelors lane starting at \$5,000 goes to \$6,600 in eight steps, a Bachelors plus 15 hours from \$5,200 to \$7,400 in 10; the Masters from \$5,400 to \$10,000 in 20, and the Masters plus 30 from \$5,500 to \$10,800 in 22. The Doctorate lane starts with \$5,800.

Teachers considered the schedule too long, and said that the amount of professional training that a faculty member may take or enroll for any school year, September through May, will be limited to one course during any one university term.

The previous Bachelors starting in the high school was \$4,800, and the Masters top \$9,500 starting from \$5,100, and taking 16 years to maximum.



Miss Toivola

Ypsilanti Increase

YPSILANTI, Mich.—Teachers here have been voted a \$200 raise next school year.

Leo C. Clark, president of the Ypsilanti Federation of Teachers, Local 1194, had asked for higher lanes than the ones granted which are:

Bachelors, \$4,400 to \$6,800 in 12 years and Masters, \$4,700 to \$7,100 in the same length of time.

Wichita Up \$200

WICHITA, Kan.—This city's teachers are not too happy with a \$200 a year pay increase for next year which was granted along with a threat to eliminate kindergarten and other services.

Don Gooden, president of the Wichita Federation of Teachers, Local 725, reported that the schedule, effective next year, calls for only \$4,200 to \$5,850 in 12 steps for Bachelors, and \$4,500 to \$6,900 in 13 for Masters.

INVEST IN A BETTER WORLD



CHICAGO, Ill.—An appeal for union teacher membership in the AFL-CIO Committee on Political Education (COPE) has been sent to AFT Local presidents by

F. V. WALTERS

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Megel told the Local presidents: "We earnestly request that you cooperate in this vital campaign. This is one way you can say 'thank you' for the many services and assistance which the various labor bodies have provided for teachers Federations throughout the nation."



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AFT Sponsored Summer 'Shops At Three Major Universities

CHICAGO, Ill. — American Federation of Teachers sponsored summer courses in the know-how of improving professional status and union techniques have been scheduled at three major universities this summer.

The universities, the dates and the directors, were announced as follows for the convenience of AFT members wishing to enroll:

East: University of Connecticut, Storrs, July 19 to 24, directed by the university's Prof. John Glynn as last year.

Mid-West: School for Workers, University of Wisconsin, Madison, July 10 to 15, directed by Robert W. Ozanne, head of the School for Workers.

Far West: University of California, Berkeley, Aug. 1 to 5, directed by John Hutchinson, coordinator of the university's labor program.

Early available details of the three workshops and courses were announced in the March, last, American Teacher. AFT President Carl J. Megel directed a memorandum to officers of state and Local Federations urging them to supply scholarships.

Gained New Ideas

He added: "All members who attended (the 'shops') in past years not only enjoyed the association with trade unionists and other teachers, but, in addition, benefitted from the union information they received. They returned to their Locals with new objectives and ideas for stimulating union activity."

American Federation of Teachers coordinators in each case will be: Vice President Rose Claffey, Salem, Mass., at the University of Connecticut; Vice-President Glenn A. Parish of Superior, University of Wisconsin, and Lou J. Eilerman of Long Beach, president of the California State Federation of Teachers, University of California.

Connecticut

Theme of the University of Connecticut workshop will be, "The Place of the Teachers Union in a Changing Labor Movement," and it will be held in conjunction with that of the Steelworkers of America.

One feature will be a school finance seminar covering budget, audits, tax legislation and school board negotiations including effective salary presentation.

On the opening day, teachers will have the choice of three sessions, one on improved communications, another on ABC's of trade unionism, and another on teacher union techniques.

The second day's subject will be keyed to the theme, with discussions of the following on succeeding days: "Achieving Collective Bargaining Status for Teachers," "Current National Economic Problems," "Techniques of Teacher Negotiations," and "Teaching the Role of Labor in the Social Sciences."

Total cost will be \$55, including room, meals, tuition and socials. Various New York and New England AFT leaders previously announced will participate. Miss Claffey added: "The

workshop will be to provide leadership for more effective teacher unionism."

Madison

AFT leaders of the mid-west, from Ohio to Iowa and Minnesota to Kentucky, are expected to attend this oldest of the union teacher workshops. Leadership training courses will include, "Negotiating With the School Board," "Carrying the Union Story to the Community," "Functions and Responsibilities of Local Officers," and "Building Up Membership — Organization Techniques."

The inimitable Jack Barhash who has regaled and inspired past workshop enrollees will again be on the program, with a course on the objectives and issues in the labor movement.

The cost will be \$54, including tuition, meals, housing and a Friday evening banquet, as well as access to swimming, boating, fishing and other facilities of the university's campus.

Several institutes of the International Association of Machinists will be on the campus the same week.

AFT resource persons in addition to those previously announced are to include Vice-President Charles E. Boyer of Minneapolis, and State Executive Secretaries James L. Fitzpatrick, Wisconsin; Paul E. Woods, Illinois, and Harvey Otterson, Min-

Now Seventeen University, College Locals

CHICAGO, Ill.—With the recent organization of San Jose, Calif., State College Federation of Teachers, Local 1362, and the University of Massachusetts Federation of Teachers, Local 1359, the American Federation of Teachers now has Locals comprised of faculty members of 17 universities and colleges.

Richard G. Tansey is president of the San Jose Local, and Jules Chamanetzky heads Local 1359. Next youngest of the 17, is the San Francisco State College Federation of Teachers, Local 1352 of which Dr. Arthur Bierman is president.

Also recently organized is the Colorado College and Universities Faculties, Local 1333. Robert Delaney of Fort Lewis A. and M. College, Durango, is president. The other 13 are:

Connecticut: Yale Teachers Union, Local 204, Rev. John Nelson, New Haven, president. Illinois: Roosevelt University Teachers, Local 1188, Joseph Hackman, Chicago, president.

Michigan: Eastern Michigan College, Local 686, P. L. Zickgraf, Ypsilanti, president; Wayne State University Federation of Teachers, Local 1295, William Wattenberg, Detroit, president, and Michigan State University Federation of Teachers, Local 1310, Roger Bowlby, East Lansing, president.

Minnesota: St. Cloud State Teachers College Federation, Local 561, Dr. Raymond Larson,

Minnesota. Housing will be in a new girls' dormitory, and classes will be in air conditioned rooms.

California

Two one-credit each courses will be offered for the one-week AFT program to be conducted in cooperation with the University of California institute of industrial relations, school of education and department of political science.

The first course, "Education and American Society," will run three hours on each of the five mornings, and be conducted by Dr. Martin Trow, assistant professor of education and sociology.

The other, "Political Leadership," will be three hours each afternoon, and be taught by various members of the department of political science. AFT enrollees may take either or both courses.

Subjects of the course on "Education and American Society," will in order include: The history and development of mass secondary and higher education, the school and the family, the school and the local community, the organization and development of higher education, and education in a mass society.

Similar daily divisions of the political leadership course will be: Great issues in politics, strategy and tactics in politics, the great politicians, political education, and political power in the United States.

Hutchinson said fees will be \$15 per course, with other costs the same as last year.

Illinois Asks For Bargaining Enabling Law

SPRINGFIELD, Ill. — A 23-point legislative program including an enabling law for collective bargaining by teachers and an increase in teacher certification standards, was adopted by the delegates to the Illinois State Federation of Teachers convention here this spring.

Other of the proposals called for an increase in the state minimum wage for teachers to \$4,000, unlimited sick leave, hospital insurance and the strengthening of the tenure law.

Resolutions adopted urged state tax reforms, making the teachers retirement system actuarially sound, and the employment of the most competent vocational teachers available.

president. Montana: Montana University Teachers Union, Local 497, Richard Darling, Missoula, president, and Montana State College Teachers Federation, Local 1005, Duane Hill, Bozeman, president.

New York: Dutchess County Federation of Teachers, Local 477, Emily C. Brown, Poughkeepsie, secretary, and Penn State Chapter, Local 500, Edgar Hale, University Park, president.

Wisconsin: University of Wisconsin — Milwaukee Federation, Local 79, Elizabeth Holmes, president; Eau Claire Teachers College Federation, Local 917, Dr. Robert L. Weeks, president, and Central State Teachers College Federation of Teachers, Local 1072, Dr. Mary Smith, Stevens Point, president.

Sixty-Nine AFT Locals Make Quotas

CHICAGO, Ill.—Sixty-nine American Federation of Teachers Locals, seven more than previously reported, were shown by their per capita to have made their this year's membership quotas at press time.

The seven were Delaware—Federation of Delaware Teachers, Local 762; Indiana—Griffith, Local 761; Massachusetts—Lawrence, Local 1019.

Also, Michigan—East Detroit, Local 698; New York—Rochester, Local 616, and New Rochelle, Local 280; and Rhode Island—Woonsocket, Local 951.

New Locals chartered included the District 5 (Streator), Ill., Federation of Teachers, Local 1364, and the Davenport, Ia., Federation of Teachers Local 1365.



AFT President Carl J. Megel presents charter to new Hobart (Ind.) Federation of Teachers, Local 1363: From left, after Megel, Wayne Collins, executive vice-president, and Dorothy Reed, treasurer, Local 1363; Charles Miller, president, Lake County Council of Teachers Unions; Paul Doherty, president, Lake County Central Trades and Labor Council; Charles Miller, president, Lake County Council of Teachers Unions (sitting on table), and Ann Maloney, secretary and legislative representative, Indiana Council of Teachers Unions. Seated, Trevor Nixon, Local 1363 president.



Union teacher leaders from two states participated in charter presentation to new Davenport, Iowa, Federation of Teachers, Local 1365, by AFT President Carl J. Megel. From left, Richard Steelman of Moline, chairman of the organization committee, Illinois State Federation of Teachers; Howard McKnight of Cedar Rapids, president, Iowa State Federation of Teachers; James Brunner, Local 1365 president; Rosalie Kraus of Moline, Illinois Federation recording secretary and Megel.

Collective Bargaining Bill Passed, Held in Bay State

BOSTON, Mass. — A bill enabling cities and towns of the state to enter into collective bargaining agreements with their employees, excepting police, was passed by both houses of the state legislature, but held up in the Senate pending Supreme Court answers to constitutionality questions raised by its opponents.

The measure was bitterly opposed by Senate Republicans, but adopted on party lines in the upper house after an amendment to eliminate school commit-

tees and employees was defeated.

One successful senate amendment requires that the act must be accepted at a regular town meeting. Opposition from the Massachusetts Teachers Association, a "company union," was over-ridden.

While organized labor supported the measure, the MTA sent a letter to all senators urging exclusion of teachers, and declaring:

"We do not believe that school committees . . . should be included in such legislation."

California Teacher Keeps Credentials In Speech Case

SACRAMENTO, Calif. — The credentials commission of the state department of education has refused to revoke the teaching credentials of Jack Owens, social studies teacher in Lassen Junior College, Susanville, after he was fired for exercising his right to free speech.



Mr. Thollaug

Owens conducted a forum on education, wrote letters to his local newspaper, and criticized the California Education Association for which he had previously organized a local chapter.

While he is not an AFT member, support of his citizenship rights have come from the California State Federation of Teachers, the Contra Costa Federation of Teachers, Local 886, and other AFT Locals of the state.

CTA Behind Firing

The California Teachers Association has been charged with "getting" Owens' teaching job, and a 5-page review of the case issued by Ken Thollaug, Local 886 president, supported this accusation.

After court procedure, resulting in the teacher's dismissal, the education association's attorneys were accused of instigating the complaint in the credentials commission.

The commission reviewed the case and decided that Owens had not been guilty of unprofessional conduct as charged.

Public Opinion Aroused

The Civil Liberties Union has announced it will appeal Owens' dismissal, and Thollaug has asked for contributions from AFT members with which to support the case.

The Civil Liberties Union News said: "The issue in this case is not whether one agrees with the criticisms made by Jack Owens. The question is whether teachers are to remain free to express their opinion with respect to education."

The Sacramento Bee added: "The implications that a board of trustees, and/or the California Teachers Association can deny a citizen the right to speak his mind, leads to the implication that new steps in autocracy are facets in the school system the educators would like to cover up."



International education leader tells Kenosha Teachers Union, Local 557, at anniversary dinner that Americans must understand their own culture before understanding the rest of the world. In photo, from left, Tracy Cummings, Local 557 president; Mrs. Frain Utley of Chicago, mid-west director of the Institute for International Relations, speaker, and Kenosha School Supt. John Maurer. Mrs. Utley added: "We talk about more money for missiles, but we must also put an equal amount into our educational and cultural structure."

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Milwaukee Vocational, 212, Begins Its Fourth Decade

MILWAUKEE, Wis. — The Milwaukee Vocational School Teachers Association, Local 212, recently passed its 30th anniversary date and was to celebrate the beginning of its fourth decade with a May 7 dinner.

Louis Becker, editor of the Association's Newsletter commented: "It has been a long, hard road . . . and today as we younger teachers enjoy the relative comfort and security of our positions, we are apt to forget that it wasn't always that way, and that we are much indebted to the pioneers of the organized

teacher movement who founded our Local.

"Those were the days of adverse teaching conditions, no salary schedule, and no tenure—a day when job security and salary were largely dependent upon the benevolence and paternalism (and sometimes the whims) of the employer . . .

"Much has changed . . . and today the future of the Local looks bright." Twelve charter signers are still active in the Local. Andrew Bottoni was recently elected president, to succeed Clarence Love who held the office three years and remains a member of the executive board.

Many Chicago Teachers Await Sabbatical Tax Test Outcome

CHICAGO, Ill.—Another appeal for income tax deduction for sabbatical leave travel expenses has been filed in the Tax Court of the United States on behalf of a Chicago teacher.

Petitioner is Ruth M. Harris, teacher of physical education in Calumet High School, and the appeal was filed by John Lichtenberg, AFT general counsel, acting as her attorney.

The tax court is asked to reverse a ruling by the commissioner of internal revenue denying a deduction of \$2,685.20 involving \$497.48 tax.

100 Sabbaticals a Year

Lichtenberg pointed out in the petition that about 100 Chicago teachers take sabbatical leaves each year as did Miss Harris in 1956 under provisions and stipulations of the board of education. The brief added:

"The purpose of such leaves is not primarily to benefit the teacher to whom the leave is granted, but to improve the services of such teacher to the Chicago public schools."

Miss Harris' petition asked

the court, on the basis of the record in the case, to find as follows:

"(1) The travel was required by the board of education.

"(2) The petitioner was constantly under the control of the board . . . subject to dismissal if the rules and regulations of the board were not fulfilled.

"(3) Under the rules of the board . . . sabbatical leave for travel is given recognition equal to that given when the sabbatical leave is devoted to study.

"(4) Such travel was in the ordinary course of business."

Local 1 Supporting

Miss Harris' petition is being supported by the Chicago Teachers Union, Local 1, because of the number of Chicago teachers concerned in the sabbatical deduction issue.

A similar petition filed in the tax court last year by Arthur W. Walz, past president of Local 1, and Mrs. Walz, is still pending. (American Teacher Sept. 1959.)

Fewkes in Sharp Protest, Teachers Herded, Pen to Pen

CHICAGO, Ill.—The president of the Chicago Teachers Union, Local 1, has warned School Supt. Benjamin C. Willis and school board members that teachers are not cattle, "to be herded from pen to pen," with short-notice en masse shifts in assignments.



Mr. Fewkes

John M. Fewkes directed the sharpest note issued by the union in recent years to the Chicago administration, demanding the discontinuance of "arbitrary practices," in which:

1) Home mechanics teachers were summarily eliminated from 78 schools, in "complete disregard of the professional rights of the teachers involved," and

2) Fifty library-teachers who had invested in special training

were shifted to English classes.

Fewkes cited the shortage of more than 2,100 teachers in Chicago, as indicating that "something more than a simple supply of teachers is involved," and added:

"The administration and the board of education will lose the confidence of the teachers and of the public unless both are advised of and agree with changes contemplated, and unless the teachers and other personnel affected are treated with the dignity and consideration due them as human beings."

Without Consultation

Fewkes declared that the elimination of the home mechanics classes was carried out without proper consultation with department heads, supervisors and the teachers involved. He added:

"To be shifted about from position to position without consultation or consideration, smacks of cattle being herded from pen to pen. Teachers are professional people and rightfully revolt against such treatment."

Ward Resigns As Secretary, To California

CHICAGO, Ill.—The resignation of Paul D. Ward as secretary of the American Federation of Teachers effective May 15, this year, to accept a newly created position at a considerably higher salary in the California State Senate was announced by President Carl J. Megel at press time.



Mr. Ward

Ward said that while his new duties in Sacramento had not been completely spelled out, the office had been created for coordination of Senate committees, and the distribution of funds appropriated for Senate purposes.

Ward joined the American Federation of Teachers national office staff in 1957, as director of special services and was appointed secretary by the post-convention Executive Council in 1958 in Milwaukee.

He came to the AFT from Richmond, Calif., after serving as administrative assistant to Cong. Robert L. Condon (D-Calif., 83rd). He was also secretary-treasurer of Sen. George Miller Jr.'s campaign for lieutenant governor of California.

Also to Sacramento

President Lou Eilerman of Long Beach, announced the resignation of Donald K. Henry, executive-secretary and legislative representative of the California State Federation of Teachers, to become special consultant to the new California Fair Employment Practices Commission. Legislation creating the commission was enacted last year.

Urges Values And Excellence In Education

CAMBRIDGE, Mass.—Greater emphasis on excellence in education as well as the teaching of values, were urged by The Very Rev. Michael P. Walsh, S.J., president of Boston College, in an address to the annual education conference of the Massachusetts Federation of Teachers.

Father Walsh declared that while American education problems were highpointed in 1957, the year Russian scientific achievement precipitated a revival, major problems have been precisely defined only in the last few months.

"I will argue that 1960, the beginning of the new decade may be with some justice, claimed as the beginning of renewed attempts to face up to a problem (education) which has only recently been placed in proper perspective."

AFT President Carl J. Megel presented charters to two new Locals, the University of Massachusetts Federation of Teachers, Local 1359, and Gloucester Federation of Teachers, Local 1361.

Reuter Urges More Balance In Teacher Training Courses

TOLEDO, O.—Dr. George S. Reuter of Chicago, research director of the American Federation of Teachers, and a former teachers college dean, told a meeting of the suburban Adams Township Federation of Teachers, Local 1194, that greater balance is needed in the teaching of methods and academic subjects in teachers colleges.

He recommended also an adequate program of education courses, and reviewed the growth of normal schools from their initiation to train elementary teachers to state teachers colleges and the current trend to make them state colleges; also, present day teacher training programs in state universities.

Overstress on Methods

"One of the current criticisms of these state teachers colleges or state colleges," Dr. Reuter said, "is that too much emphasis is being placed on methods courses, and not enough on academic subjects."

"There are institutions in which this criticism is valid, but many state colleges have up to now made the necessary changes."

"Another current issue be-

tween the educationalists and the disciples of the disciplines is over who is to prepare and teach new and revised courses. For example, some courses in the history of education are now as complete in their historical content as U. S. history courses."

Must Convince Colleges

Reuter said those who would change the contents of teacher training courses face the job of convincing the colleges that they will benefit from the change. He urged tangible, measurable aid in the area, and added:

"Materials and time and money must be appropriated on a long-term basis if strong and adequate teacher training programs are developed, along with yardsticks for determining whether progress toward improvement is adequate."

Reuter said the American Federation of Teachers is on record in favor of teacher education content programs as well as adequate programs of education courses. "There must, however, be a proper balance between the two," he concluded.

Reuter is a former dean of summer session at North Dakota State Teachers College, Minot.

Tells Legislature Teachers Also Bargain for Education

SACRAMENTO, Calif. — Dr. Arthur Bierman, president of the San Francisco State College Federation of Teachers Local 1352, is on record before a California assembly interim committee as declaring on behalf of a conciliation bill, that in collective bargaining, teachers bargain not only for themselves but also for the life of public education.

He said that like all rights of citizens in a democracy, the right to bargain collectively has a particular value, and added:

"The San Francisco State College Federation of Teachers feels able to speak particularly for teachers."

"Everyone admits that the teaching profession is vital, but for 20 years its best qualified members have been forced out of it by thousands yearly, or stay at a sacrifice, because what is really vital in education — the

good teacher, the small class — is superficially dispensable: An inconspicuous and inferior substitute can perhaps be hired for less, a small class can inconspicuously be made into a large one. Even now it would be possible to reduce radically the cost of the schools by replacing the teacher with a phonograph and the classroom with a gymnasium. But what remained would not be education.

"Thus if teachers organize to bargain collectively for conditions that confirm and extend high professional standards, they bargain not only for themselves but also for the life of public education. When we deny to teachers the right to organize in defense of their personal and professional ideals, we strike without knowing it at what is literally the heart of education, as well as at one of the central rights in the democratic ideal."

Honor Award To Columbus AFT Member

COLUMBUS, O. — Crestview Junior High School of this city has been given a George Washington Honor Award by the Freedom Foundation of Valley Forge for its Town Meetings conducted for many years by William E. Pursley, social studies teacher and active member of the Columbus Federation of Teachers, Local 538.

Pursley, who came to Columbus in 1927, after serving as a teacher, principal and superintendent in Indiana, was credited with "working long and hard" to develop his Town Meeting techniques, for which one day each week is set aside to enable students to debate an issue in the unit under study.

Merit Rating Wild Venture, Labor Council

PAWTUCKET, R. I. — Merit rating for teachers was called a "wild educational adventure" contraindicated by national and international dangers, by the Pawtucket and Central Falls Central Labor Council.

A resolution pointed out that rating systems lead to promotion by political preferment, tend to break down teacher morale and discourage teacher recruitment.

Ernest J. Litterer, president of the Central Council, said the action was in answer to a Chamber of Commerce contention that merit rating is a must in the city's schools. The Pawtucket Teachers Alliance, Local 930, is a member of the council.



Downgraded Chicago library clerks (American Teacher, March, 1959) working for restoration of pay grade: From left, new officers installed by AFT President Carl J. Megel: Fannie Woodley, recording secretary; Laura Ladendorf, corresponding secretary; Ethel Brenner, president, receiving gavel from Marise Thompson, retiring president; Lucille Boyd, vice-president, and Hazel Daniels, treasurer. Leaders said a new civil service inspection of clerks' work may result in grade restoration.

New 3-Credit Labor Course At Penn State \$50 Million Program Urged In Cleveland

HARRISBURG, Pa. — An innovative three-week course in labor history, problems and economics carrying three graduate credits and open to high school social science teachers of the state under labor scholarships was announced by Pennsylvania State University, University Park, as filling rapidly at press time.

The course, Aug. 1 to 19, will be pioneered by the university's new department of labor education headed by Dr. Joseph Rayback, former head of the history department.

While applicants were being screened by the university, scholarships of \$150 each covering tuition, room and board are being provided by city and county central labor bodies and individual unions to teachers from

CLEVELAND, O.—The Cleveland Teachers Union, Local 279, countered a board of education pay-as-you-go plan with a proposal large enough to "make a dent in the city's school needs."

While the board was considering a \$27 million construction plan, Paul A. Corey, Local 279 president, urged a \$50 million bond issue. Leaders of other organizations supported him.

their jurisdictions. The class is limited to 50, with 30 of the scholarships having been provided in mid-April. Application deadline was May 1.

Joseph McDonald, president of the Pennsylvania Federation of Labor, said the many union workshops scheduled at the university during the period will broaden the program.

Agreement on Aid Formula A Major Issue in Congress

By Willard Shelton

Managing Editor, AFL-CIO News
Written for the American Teacher

WASHINGTON, D. C. — The eventual shape of a 1960 Federal school aid bill remained uncertain as this session of Congress entered its fifth month, but it seemed probable that a bill of some kind would be sent to the White House before adjournment for the July political conventions.

It was sure that immense pressure would fall upon President Eisenhower to sign, rather than to veto, any compromise measure able to command majority support in both houses from the warring power blocks of northern Democrats, southern Democrats and Republicans.

Monetary Differences

A guide to understanding the maneuvers of the final two months can be presented in a comparison of the principal pending programs—two of them Democratic in origin, one of them a modified Eisenhower idea:

1) The McNamara-Hart bill, passed by the Senate, would provide \$1.8 billion in Federal aid across two years. McNamara and Hart are Michigan's two Democratic senators.

2) A bill by Rep. Frank Thompson, Jr., (D-N.J.), approved by the House education committee, would grant \$975 million in three years.

3) The Eisenhower program, sponsored most recently by Sen. Everett McKinley Dirksen (R-Ill.) and Rep. Peter Frelinghuysen (R-N. J.), would commit Federal funds to pay half the interest and principal cost of \$3 billion worth of local school construction bonds across a 20-30 year period. This program, despite minor last-minute "liberalizations," has no chance of acceptance; it was beaten in the Senate by a 61-25 roll call vote on Feb. 4, and beaten in House committee before the Thompson bill won 19 to 11.

Major Differences

With the choice between the McNamara-Hart and Thompson bills, here are the major differences:

A) The McNamara-Hart bill proposes \$1.8 billion in two years; the Thompson bill slightly under \$1 billion in 3 years.

B) The Senate McNamara-Hart bill would authorize states

In view of the possibility that some form of Federal Aid for Education may be enacted in Congress, State and Local Federations are urged to inspect their state laws and be prepared to secure amendment of any limiting the acceptance of the aid by states or districts, in their legislatures.

to use Federal funds for either school construction or teachers' salaries; the Thompson bill allows "deral fun" for construction alone.

C) The McNamara-Hart Bill contains an "equalization formula" taking account of the per capita income of the states; the Thompson bill does not. Federal money would flow to the states solely on the basis of school population under the Thompson bill; the McNamara-Hart measure through a complicated formula would give poorer states proportionately larger Federal grants and wealthier states proportionately less.

D) The McNamara-Hart bill would require states in the second year of the program to increase their own school expenditures over the previous year on a sliding-scale basis; the Thompson bill would make each state match Federal grants on a 50-50 basis the second and third years of the program.

E) The Thompson bill would allow states, in the second and third years, to adopt the Eisenhower idea of using Federal money merely to pay off long-

term bonds rather than as direct grants. The McNamara-Hart bill contains no such provision.

Conference Necessary

The Thompson bill—limited in money, scope and approach—was clearly designed to attract maximum liberal Republican and conservative Democratic support in the House, which never yet has passed a general Federal school aid bill. Assuming its passage, a House-Senate conference committee was certain for the purpose of a compromise.

The Senate could be expected to give up on teachers' salaries and accept half a loaf—Federal funds only for school construction and a reduction in total grants. But Senator Lister Hill (D-Ala.), chairman of the labor and public welfare committee that has jurisdiction of school legislation, could be expected to hold firm on the equalization formula.

Southern states, which are low in per capita income, would benefit, and there is a sound argument that the national interest is served by helping raise the educational standards of states that cannot possibly do much more on their own.

Senate May Insist

The Senate could also be expected to reject the Thompson bill's provision for 50-50 matching funds from the states and to insist on its own sliding-scale formula. Again, the argument is that the poorer states have more desperate needs for Federal grants and that any increase in state-and-local spending for schools should be considered worth stimulating.

These are the areas of compromise and adjustment before a bill goes to the White House or becomes solely a campaign issue.

Informs Public On Elected School Boards

PHILADELPHIA, Pa. — The Philadelphia Federation of Teachers, Local 3, is undertaking a program of education to enable the public to decide whether it wants an appointive or elected school board.

Miss Celia Pincus, Local 3 president, announced that the teachers were to sponsor a forum on the question April 30, with the following speakers:

Fred Hechinger, education editor of the New York Times; State Senator Henry Seyler on the legislative background, and AFT President Carl J. Megel on the Chicago appointive plan.

Reports on the elective boards of Detroit and Los Angeles were also to be presented. Seyler said: "Next year's legislature could easily pass a bill making the Philadelphia board elective. If you favor an elective board, then Philadelphians had better be ready with details. If you oppose it you had better have an alternative plan ready."

Miss Pincus sent a letter to various city organizations asking them to send representatives to the meeting.



Miss Pincus

Pennsylvania Starts Another 'School Study'

HARRISBURG, Pa.—Despite rising public opinion that facets of the school crisis are well-known and the time for action is now, Gov. David L. Lawrence has appointed a Citizens Committee of Thirty as directed by the legislature to "study education comprehensively."

The study is to include curriculum, school district organization, construction, teacher education and relations, administration, guidance and counseling, higher education and financing.

The committee is to report back to the legislature no later than next February. Newton P. Simons of Pittsburgh, AFT vice-president, expressed concern over recommendations from lay groups, and Margaret Root of Philadelphia, executive secretary of the Pennsylvania Federation of Teachers, over the fact that the committee includes no teachers.

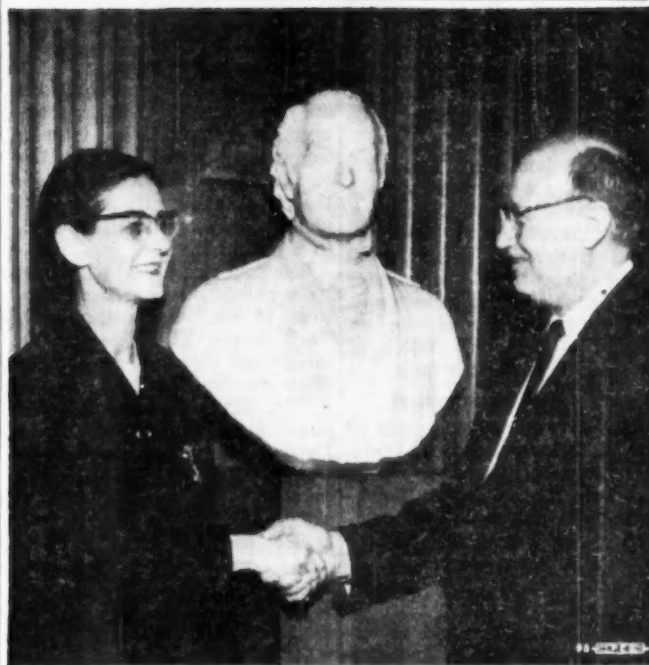
Miss Root alerted Pennsylvania AFT Locals that teachers would "possibly be heard but have no vote" on such sub-topics as length of school day and year, salaries and retirement benefits and relationships between administrators and teachers.

Conference Memorial To Ella Miller

PATERSON, N. J.—The Role of Unions and Education in the Community was the theme of an education and labor conference sponsored by the Paterson Teachers Union, Local 482, as a memorial to the late Ella Miller, its charter president.

The program was designed to help leaders from both fields find a common ground and was highpointed by a panel, "What are the Problems of Labor and Education?" chaired by Sylvia Schefkind, president of Local 482, and summarized by Mary White of Perth Amboy, president of the New Jersey State Federation of Teachers.

The conference was summed up and evaluated by George V. Boyle, extension specialist of the labor program of Rutgers University.



Mrs. Josephine K. Oblinger of Springfield, president of the Illinois State Federation of Teachers, congratulated by AFT General Counsel John Lichtenberg after she was admitted to practice before U. S. Supreme Court during White House Conference on Children and Youth, to which she was a delegate. Lichtenberg attended the conference as a personal representative of Sen. Paul A. Douglas (D-Ill.).

Irwin Calls for Board-Paid Health-Accident Insurance

LOS ANGELES, Calif. — The Los Angeles Teachers Union, Local 1021, has formally asked the city's school district to pay for employees' health and accident coverage.

Edward A. Irwin, Local 1021 president and AFT vice-president, told the school board that Los Angeles teachers are falling behind those in other districts, "not only in salaries but in important fringe benefits."

When teachers are compared with other workers in the area of fringe benefits, Irwin said, "we are so far behind we cannot even see the caboose."

"Parity With Dishwashers"

He added: "Every union dishwasher in Los Angeles, for example, has complete medical and hospital care, including dental care, for himself and his entire family entirely paid for by his employer."

"It may be too much to hope that we reach parity with the dishwasher, but at least we should make a start."

Local 1021 proposed that the board pay up to \$80 per year for each employee to pay for any health plan now certified for payroll deduction and that any

additional charge for the individual or for dependents could be covered through monthly payroll deduction

Make Better Teachers

Such a payment would be "good business" for the school system, Irwin declared, "because it could pay for a health plan that emphasizes preventive care. Healthy teachers make better teachers."

Irwin warned the board against being "lured by the siren call of the major medical plan, which is like deductible auto insurance and covers to any extent only catastrophic illness. He said:

"Such coverage is deceptive. A board of education thinks it has been magnanimous; teachers think they have some protection—both are wrong."

"Since an estimated 85 per cent of all visits to the doctor are first and second calls, any plan that does not cover this portion is less than satisfactory."

Nominal Raise Equivalent

Cost of the plan requested would be equal to an average of less than 1½ per cent raise for teachers, Irwin told the board, "little enough to improve health and boost morale."

The fact that Federal employees have recently been given similar medical coverage is "only one more reason school employees should have this protection," he said.

To sublet, beau., one-bedroom apt. Furnished, garbage disposal, garage, children oked. Half hour from beach, downtown and universities. \$75 plus utilities. Available, June 19 to Sept. 4. Write: Maya Charnes, Westchester High School, 2400 Manchester Blvd., Los Angeles 45, Calif. Home Phone: UP 8-1826.

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Mandatory Sanity Tests, New Board 'Gimmick' in Detroit

DETROIT, Mich.—The Detroit Federation of Teachers, Local 231, and its official publication, *The Detroit Teacher*, as well as experienced psychiatrists reacted adversely to a proposal by two school board members that teachers of the city be subjected to compulsory sanity tests.

School Board Members William Merrifield and Leonard Kasle created a storm by urging that mental health examinations be added to a Citizens Advisory Committee recommendations for compulsory examinations of all school personnel every three years.

While School Supt. Brownell, harassed by a growing shortage of teachers, viewed the recommendation askance, the board refused to drop it, and referred it to Brownell "for further study, such study to include specific proposals for checks on physical and mental health of personnel," as well as costs.

Calls Tests Impractical

Dr. Louis A. Schwartz, one of the city's leading psychiatrists, also a worker for public school welfare, told the *Detroit Teacher* that he believes the mandatory periodic examinations by psychiatrists . . . to be completely impractical. The *Detroit Teacher* added:

"Such a policy would understandably produce a negative mind-set in many teachers which would make it extremely difficult for a psychiatrist to work with them, Dr. Schwartz believes.

"Dr. Schwartz also seriously doubts whether such wholesale screening would give the psychiatrist anywhere near sufficient time to make a valid judgment

of an individual's mental health. "We aren't infallible, and sometimes we're given more credit along this line than we deserve," Dr. Schwartz said. "The glib teacher, the one who verbalizes well, would probably get by us, although he might be the very one in dire need of help.

"The last thing I would want would be to have teachers ordered to undergo psychiatric examinations on the sole recommendation of their principal."

Limited in Industry

"Many industrial corporations are now requiring their management personnel to take a complete physical examination at the age of 50. At this time the physicians would refer individuals, as symptoms indicated, to a psychiatrist.

"Medical doctors are increasingly skillful in detecting symptoms of emotional disturbance. Furthermore it is generally recognized that hypertension often develop after 50.

"Dr. Schwartz suggested the possibility of such a policy for the Detroit school system. He also warned that any plan to screen personnel for mental stability should be carefully studied.

"He proposed that such a study be undertaken by a committee comprised of employee representatives as well as psychiatrists and school officials."

DFT President Antonia Kolar called the sanity test proposal "impractical". Mary Ellen Rioridan, member of the editorial board of the *Detroit Teacher*, pointed out that any Detroit teacher absent for more than two weeks is required to be examined physically by a school board doctor.

AFT Leader Named Teacher Of the Year

MATTOON, Ill.—Oren Lackey of this city, charter president of the Community Unit District 2 Federation of Teachers, Local 1234, has been named this area's Teacher of the Year by the Mattoon Jaycees (Junior Chamber of Commerce) for his contributions to school and community.



Mr. Lackey

Lackey, a biology teacher in Mattoon High School, keeps his laboratory open for visits from elementary classes, and acts as a resource person for elementary teachers and pupils.

He also maintains a greenhouse of exotic plants, an aquarium and terrariums for living biology study, and these as well as his laboratory have become famous over the years.

Lackey has also served education societies at national, state and local levels. Last summer he studied under a National Science Foundation at the University of Southern California and will attend Tulane this summer.

This winter he taught an evening class for elementary teachers of eastern Illinois, sponsored by the Illinois State Department of Education.

Grievance Committee In Rochester

ROCHESTER, N. Y. — This city's school board has set up a grievance committee, carrying out a long-standing recommendation of the Rochester Federation of Teachers, Local 616, of which Mrs. Ann Brown is president.

Louis Cerulli, M.D., a newly elected Democratic board member, is chairman. Local 616 has also recently won the use of the school mail and delivery services for its communications.

Executive secretary, Pennsylvania CIO Council, Harrisburg.

Rocky Mountain Labor School, University of New Mexico, Albuquerque, regional for Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah and Wyoming, July 17 to 22. \$65 for tuition, board and room. Registration by July 5 with R. C. Anderson, secretary-treasurer, Rocky Mountain Labor School, Denver.

Texas State Summer Labor School, Episcopal Theological Seminary, Austin, June 5 to 10; fees, \$60 approximately. No time limit for registration. Sponsored by the Texas State AFL-CIO, Austin.

Wisconsin State AFL-CIO Institute, University of Wisconsin, Madison, July 19 to 26; \$54 per person covering tuition, meals and lodging. No advance registration. Sponsored by Wisconsin State AFL-CIO Labor Council, Milwaukee.

Labor First To Epstein Column

NEW BRUNSWICK, N.J.—The New Jersey Teacher, publication of the New Jersey State Federation of Teachers, won first award for "Best Regular Column—All Media," in the 5th annual labor editors conference sponsored by the New Jersey Labor Press Council in cooperation with Rutgers University's Institute of Management and Labor Relations.

The column, "On the Legislative Front," is written by Ben Epstein, member of the Newark Teachers Union, Local 481, and NJSFT legislative representative. Robert Lowenstein is editor of the New Jersey Teacher.

Martelle Is Renamed Labor Leader

KENOSHA, Wis.—W. W. Martelle, charter member of the Kenosha Teachers Union, Local 557, has been elected to his 14th year as recording secretary of the Kenosha AFL-CIO Council.

His election was unanimous and accompanied by a standing ovation, climaxing 25 years of outstanding leadership in Kenosha labor. Martelle has also served as secretary, vice-president, president and executive board member of Local 557, with a record of distinguished leadership.

Useful Phrases and Translations

Excerpts from a Hypothetical Handbook of Education Administration, compiled by John J. Bowen of Orland Park, Ill., member working conditions committee, Chicago Teachers Union, Local 1, and associates in Chicago Teachers College.

PART I

To be used by administrators when talking to members of board of education:

Statement:	Meaning:
"All of us in the teaching field . . ."	Don't forget about me when you increase salaries of teachers.
"The responsibilities of top administration . . ."	The boss should get more than a mere classroom teacher.
"We will need additional administrative assistants . . ."	I can push my own salary up by sliding people in under me.
"The opening of school went very smoothly this year . . ."	I'm sure glad none of the board members were in the building that first week.
"We welcome any constructive criticism . . ."	If I can find out which teacher said that, I'll make her sweat.
"The professional staff is agreed . . ."	Not a single one of them complained when I sprung it at a faculty meeting.
"Mrs. X is one of our best teachers . . ."	She doesn't cause me any trouble.
"There has been a fine spirit of cooperation shown by the teaching staff."	They're too scared to complain.

PART II

To be used by administrators when talking to teachers:

"The administration and the Board of Education . . ."	I am the boss, and don't forget it.
"Write me a memo on that . . ."	I hope you forget it, too.
"We're studying the problem . . ."	Every day we can stall it off saves money.
"There is ample precedent . . ."	We've been getting away with this for years.
"We can't see where the money will come from."	I get paid to keep costs down.
"Will you please help on the refreshment committee?"	We can't expect the cafeteria help to come out in the evening.
"The PTA is an important link in our community relations."	That bunch scares me, too.
"The Board did not budget any money for—this year."	We'll forget it next year too, if we get the chance.
"There will be a faculty meeting at . . ."	It takes too long to prepare a written bulletin.
"We will have to expedite this meeting . . ."	Shuddup and listen.
" . . . democratic school administration . . ."	I'm in a jam and need help.
" . . . professional attitudes . . ."	Don't expect to get paid for this extra job either.

11 Labor Summer Schools Planned By State AFL-CIOs

WASHINGTON, D. C.—Eleven State AFL-CIO Central Labor Body resident summer schools in union techniques, procedures or related subjects, open to all union members in the areas, are announced by the AFL-CIO education department.

The schools will variously cover such subjects as labor history, leadership training, human relations, political science, ethics, labor-management relations, education, legislation and so on.

The location, dates, tuition, and sponsoring organization and to whom reservations should be sent, for the sessions follow:

Arizona Labor School, State Teachers College, Flagstaff, June 5 to 10; \$50 per person covering room, board and tuition. Advance registrations taken by Eddie Poole, director of education, Arizona State AFL-CIO, Phoenix.

Indiana Legislative and Education Conference, Indiana University, Bloomington, June 12 to 17; \$47.50 per person covering meals, housing and instruction. Apply not later than May 20 to Dallas Sells, president Indiana AFL-CIO, Indianapolis.

Kentucky Labor School, University of Kentucky, Lexington, July 17 to 29; \$60 per person for room, meals and materials.

Register before June 30 with Scott W. Cole, director of education, Kentucky State AFL-CIO, Louisville.

Maryland and District of Columbia Summer School, Goucher College, Towson, Md., June 19 to 24; \$50 per person for tuition, room and board. Advance registration, Charles A. Della, secretary-treasurer, Maryland and D. C. AFL-CIO, Baltimore.

New York Conference on Industrial Safety, Cornell University, Ithaca, May 17 and 18; fees listed as none. Advance registrations by April 30 with New York State AFL-CIO, Albany.

Oklahoma State AFL-CIO Labor Education Conference, University of Oklahoma, Norman, Aug. 7 to 12; \$50 for tuition, room and board. Register by August 1 with J. J. Caldwell, secretary-treasurer, Oklahoma State AFL-CIO, Oklahoma City.

Oregon AFL-CIO Summer School, University of Portland, June 5 to 10; \$40 for tuition, meals and lodging. Apply by May 23 to Thomas L. Scanlon, director of research and education, Oregon AFL-CIO, Portland.

Pennsylvania State CIO Community Service Institute, Penn State University, University Park, June 26 to July 1; cost undetermined. Apply by June 20 to Charles F. Ferguson, ex-



Ohio AFT leaders pledge their cooperation to Dayton Federation of Teachers, Local 921, in making the American Federation of Teachers 44th annual convention in Dayton, Aug. 15 to 19, an outstanding success: Standing, from left Paul A. Corey, president of the Cleveland Teachers Union, Local 279, and Paul B. High, AFT vice-president, also of Cleveland. Seated, Raymond R. Peck, Columbus, executive secretary and treasurer, Ohio State Federation of Teachers; Richard Manuel, Local 921 president, and OSFT President James O'Meara, Cleveland. Convention prelude: Dayton teachers have a pay increase this year, with the Bachelor lane now \$4,424 to \$7,042 and the Masters \$4,692 to \$7,380, both in 15 steps.

AFT Convention

From Page 1

Management and Disclosure Act of 1959 (Page 12, this issue, American Teacher).

An Election Year

Megel urged each Local to send delegates, and called attention to the fact that the convention will elect AFT Executive Council members including the President for the constitutionally specified 2-year term. "Every Local should participate in the procedure," he said, "so that the will of the membership may be expressed."

The Dayton Biltmore will be the convention hotel, and obviously each Local should make reservations therein as early as possible.

Richard C. Manuel, president of the Dayton Federation of Teachers, said the Dayton convention committee, has its plans for the comfort as well as the entertainment of the delegates under way.

Pre-Convention Reception

For those delegates planning to arrive in Dayton the pre-convention Sunday, a dance and reception will be given, 8 to 11 p.m., in the hotel ballroom.

The Monday morning session will as usual be given over to welcomes, extended by Ohio and Dayton leaders, and Megel's keynote address. Those extending greetings will include Gov. Michael DiSalle; Dayton Mayor William H. Patterson; Robert B. French, the city's superintendent of schools; and Ohio AFL-CIO President Michael Lyden.

Other planned free-time activities, Manuel said, will include a bus tour of the city, including a stop at famous Carillon Park for a concert on the carillon bells especially for the AFT guests. A fashion show is also being planned.

Baby Sitters Available

Delegates who want to "get around" on their own in the city will be helped by a Local 921 information desk, the services of which will be complete even to supplying baby sitters.

The city has good transportation both for entry and departure, including air, rail and bus; also, highways for those driving their own cars. Nearby motels offer family living with swimming pools. Fine eating estab-

lishments are a short walk from the hotel.

Dayton is primarily a manufacturing city, the home of many nationally known products. Manuel added that if sufficient interest is shown guided tours will be arranged through the vast plants.

Geographically, Dayton is located in southwestern Ohio, about 35 miles from the Indiana line, 70 miles from Columbus, the state capital; has a population of about 400,000 and is a part of the great Miami Valley.

Hotel Dayton's Finest

The Biltmore is Dayton's finest hotel, located in the heart of the downtown shopping district, and in walking distance of many entertainment places. The convention facilities are "just 35 steps" from the main lobby.

The national convention committee is comprised of AFT President Carl J. Megel and Vice-Presidents Paul B. High of Cleveland, David Cramer of Fort Wayne, Ind., Newton Simons of Pittsburgh and Robert De Mars of Lincoln Park, Mich.

The Dayton convention committee helping with arrangements includes Manuel, Robert Weinman, Howard Gallaher, Loren Zimmerman, Robert Scholl, William Goodwin and Ned Hoover. Manuel said:

"Welcome signs will be hanging from all Biltmore entrances for the AFT delegates, and merchants for blocks around will display similar signs. Dayton's AFT members are planning and working hard to 'host you.' May the visit of each delegate to Dayton be a happy one. See you in August!"

Royce Forsyth New Colorado Examiner

DENVER, Colo.—Royce Forsyth of this city, president of the Colorado State Federation of Teachers, is a new member of the state board of examiners for the certification of teachers.

Forsyth, a high school teacher, was appointed under a new law requiring that five of the 10 board members be classroom teachers. He will serve a four-year term.

Dayton, Host to Convention, History of Fun and Progress

By Helen N. Hays*

DAYTON Ohio—The Dayton Federation of Teachers, Local 921, to host the 44th annual convention of the American Federation of Teachers in August, is a growing, aggressive teachers union that is "going places" and having fun meanwhile.

Chartered in October, 1946, after several unsuccessful attempts, with the help of Robert C. Knee, attorney, and John E. Breidenbach, local labor leader, it was first comprised of high school teachers.

All change has causes, and so did this group of teachers. A new salary schedule had been proposed—new in two aspects—more money and on a single salary scale.

Different, Low Pay

Up to this time, Dayton elementary and high school teachers, regardless of training or experience, had been on different schedules.

Now training and experience was to determine the teachers placement on the ladder. Limits ranged from \$1,700 to \$3,500 for a Masters in 17 years. But increases at the top were very thin and high school teachers were on the losing end.

A happy issue came out of our immediate troubles. Plans projected for a grade school teachers union were discarded for a Local comprised of all teachers in the system. Already about 275 out of 350 high school teachers were members, and there were a total of 700 grade teachers in the system.

In December, 1946, charter elementary teachers were welcomed. A cooperative acting superintendent, an understanding majority in the school board, a labor-minded lawyer as well as helpful labor officials and a sympathetic public brought a new, workable salary schedule the following April.

The First Officers

Our first officers were those originally elected by the high school union. They were: Miss Helen E. Hagen, president; Robert E. Erbaugh, first vice-president; Robert G. Scholl, second vice-president; Jessie Hathcock, secretary; Barbara C. Reiser, treasurer, and Ralph Cuthbert, sergeant-at-arms.

Succeeding presidents were Robert Erbaugh, Mae Jennings, W. K. Groff, Gertrude Gerlaugh, Norman Templehoff succeeded by Erbaugh for a second term; Loren G. Zimmerman, Howard Gallaher and currently Richard C. Manuel.

Our membership has increased steadily. For several years, Local 921 has been cited at the national convention for reaching its quota. Our dues have been increased this year commensurate with needs.

Pride in Accomplishments

We look back with satisfaction on our accomplishments: Three days sick leave without a doctor's statement, several negotiated salary increases including a six per cent raise this school year. These and other gains were initiated in a friendly fashion with our school board and our superintendent, Robert B. French. We were the first group

to welcome new teachers in September.

While salary has been one of Local 921's major interests, the Local early in its history adopted the national aims of the American Federation of Teachers, including Federal Aid for Education and also state legislation for school and teacher welfare.

We have fun in our organization, too: An annual dinner from the first year of our history, as well as the tea-reception in September attended by administrators, board members; new, old, retired and prospective members, local legislative members and labor leaders. We are currently holding annual luncheons on the day schools are closed for OEA day.

We have established a scholarship fund for a future teacher. Last spring a card party, with door prizes, gave us the necessary start, and this year a girl selected by a committee of high school teachers, is in college. Another such party was scheduled this year.

New Blood Bank

A Blood Bank was instituted last year at one of our local hospitals. And our organization has had yeoman service rendered by Frances Hunter, now retired, in so ably providing us with a constitution and subsequent amendments.

Last, but not least, we are at present pushing into high gear for the national convention. Dayton, well-known as a convention city is rolling out the red carpet for all our national delegates. We will welcome all of you in August.

AFT Insurance

From Page 1

plishment since hundreds of family members are included." Megel declared "this newest of AFT services to members is demonstrating itself to be an outstanding success. Wohlers announced that charter enrollments will remain open to members until June 1, and said inquiries should be addressed to: Albert H. Wohlers, AFT Group Life Insurance Plan, Youngberg-Carlson Co., 223 W. Jackson Blvd., Chicago 6, Illinois.

Questions and Answers

Megel meanwhile issued the following "Questions and Answers," announcing that they are the questions most frequently asked by members, and the correct answers regarding the insurance:

Question: Is the policy available to teachers who are not members of the American Federation of Teachers?

Answer: No. The AFT Group Life Insurance Plan has been designed and written for members of the AFT only.

Question: AFT member John Brown is age 42, his wife is age 35. What is the semi-annual premium? What would the semi-annual premium be if his wife were age 46?

Answer: John Brown may apply for \$5,000 insurance for himself, \$2,500 for his wife and the semi-annual premium would be \$23.35 regardless of the age of the wife. The rate is figured on the age of the member, whether male or female. If John Brown wanted \$10,000 of coverage for himself, he would double the member only rate.

Question: Does the AFT Group

Life policy provide cash values?
Answer: No. The plan is strictly a term plan designed to provide insurance coverage for our members during the period of their greatest productivity, and at the lowest possible cost.

Question: Does the plan carry extended insurance provisions?

Answer: No. It is renewable term insurance, as is most group insurance provided in business and industry.

Question: Do the rates increase?

Answer: Yes. The rates increase each five years in accordance with the semi-annual premium rate table shown in the brochure. The rates for each age group are the lowest possible rates available. Group Life Insurance is generally re-computed at the end of each policy year. In the AFT Plan rates change only when the insured member goes into a new age group.

Question: Should commercial life insurance be dropped or cancelled in order to purchase the AFT Group Life Plan?

Answer: No. Commercial life insurance which carries a cash surrender value or extended insurance provisions should not be cancelled. AFT Group Life Insurance should be purchased as a supplement to such an existing insurance program.

Question: Is the AFT Group Life Plan ever terminated?

Answer: Yes. The coverage is terminated at the first premium due date following retirement from teaching, or if you give up your membership in the AFT.

Question: At the time that you retire from teaching what provisions are made for the continuance of life insurance?

Answer: Your coverage may be converted. This means you may change your insurance from group insurance to individual coverage—any form of insurance offered by the company other than term insurance. The premium you pay would be the premium normally required for persons of your age at the time of conversion, i.e., if you are age 65, the premium would be that for a person age 65, but—the company must issue a policy to you in an amount equal to that carried at the time of conversion regardless of your physical condition.

Question: Who may be the beneficiary?

Answer: Any person or persons or trust named by the member may be the beneficiary.

Question: May the beneficiary be changed?

Answer: Yes. The beneficiary may be changed at any time by making written request.

Question: If the insured member is traveling outside the continental limits of the United States and is accidentally killed or dies, is the coverage effective?

Answer: Yes. Proceeds are payable in the event of death from any cause at any time or place.

Question: What happens to the policy if a teacher discontinues membership in the AFT?

Answer: The certificate will not be renewed at the next regular premium due date.

Question: AFT member, John Doe, has a policy for himself, his wife and his children. At a later date another child is born. How does John Doe secure \$1,000 coverage for this child?

Answer: The new-born child is automatically insured at no increased cost at the age of fourteen days. AFT member, John Doe, should, however, advise the AFT insurance administrator of the name and date of birth of the new-born child.

Question: What procedure should be followed in the event of death of an insured member or dependent?

Answer: The AFT Insurance Administrator, Albert H. Wohlers, should be notified promptly.

*Member, Dayton Federation of Teachers, Local 921.

ELECTION PROVISIONS

of the
Labor-Management and Disclosure Act of 1959

By John Ligtenberg
General Counsel, American Federation of Teachers.

The U. S. Department of Labor has issued a ruling that the American Federation of Teachers AFL-CIO comes under the Labor-Management and Disclosure Act of 1959. This is because one of our locals is composed of non-governmental employees.

The ruling specifically holds that Locals of the American Federation of Teachers are not covered unless they are composed wholly or in part of non-governmental employees.

However, the 1959 Act does reach down into local unions at one point. In electing delegates to the national convention, the Local must follow its provisions. These requirements have already been summarized and instructions have been sent to all Local officers. So that the members of all our Locals may be informed of these election provisions, Title IV of the Act is published in full following:

Labor-Management Reporting and Disclosure Act of 1959, Public Law 86-257, 86th Congress, S. 1555, Sept. 14, 1959.

TITLE IV ELECTIONS

TERMS OF OFFICE; ELECTION PROCEDURES

Sec. 401. (a) Every national or international labor organization, except a federation of national or international labor organizations, shall elect its officers not less often than once every five years either by secret ballot among the members in good standing or at a convention of delegates chosen by secret ballot.

(b) Every local labor organization shall elect its officers not less often than once every three years by secret ballot among the members in good standing.

(c) Every national or international labor organization, except a federation of national or international labor organizations and every local labor organization, and its officers, shall be under a duty, enforceable at the suit of any bona fide candidate for office in such labor organization in the district court of the United States in which such labor organization maintains its principal office, to comply with all reasonable requests of any candidate to distribute by mail or otherwise at the candidate's expense campaign literature in aid of such person's candidacy to all members in good standing of such labor organization and to refrain from discrimination in favor of or against any candidate with respect to the use of lists of members, and whenever such labor organizations or its officers authorize the distribution by mail or otherwise to members of campaign literature on behalf of any candidate or of the labor organization itself with reference to such election, similar distribution at the request of any other bona fide candidate shall be made by such labor organization and its officers, with equal treatment as to the expense of

such distribution. Every bona fide candidate shall have the right, once within 30 days prior to an election of a labor organization in which he is a candidate, to inspect a list containing the names and last known addresses of all members of the labor organization who are subject to a collective bargaining agreement requiring membership therein as a condition of employment, which list shall be maintained and kept at the principal office of such labor organization by a designated official thereof. Adequate safeguards to insure a fair election shall be provided, including the right of any candidate to have an observer at the polls and at the counting of the ballots.

73 STAT. 533.

(d) Officers of intermediate bodies, such as general committees, system boards, joint boards, or joint councils, shall be elected not less often than once every four years by secret ballot among the members in good standing or by labor organization officers representative of such members who have been elected by secret ballot.

(e) In any election required by this section which is to be held by secret ballot a reasonable opportunity shall be given for the nomination of candidates and every member in good standing shall be eligible to be a candidate and to hold office (subject to section 504 and to reasonable qualifications uniformly imposed) and shall have the right to vote for or otherwise support the candidate or candidates of his choice, without being subject to penalty, discipline, or improper interference or reprisal of any kind by such organization or any member thereof. Not less than fifteen days prior to the election notice thereof shall be mailed to each member at his last known home address. Each member in good standing shall be entitled to one vote. No member whose dues have been withheld by his employer for payment to such organization pursuant to his voluntary authorization provided for in a collective bargaining agreement shall be declared ineligible to vote or be a candidate for office in such organization by reason of alleged delay or default in the payment of dues. The votes cast by members of each local labor organization shall be counted, and the results published, separately. The election officials designated in the constitution and by-laws of the secretary, if no other official is designated, shall preserve for one year the ballots and all other records pertaining to the election. The election shall be conducted in accordance with the constitution and by-laws of such organization insofar as they are not inconsistent with the provisions of this title.

(f) When officers are chosen by a convention of delegates elected by secret ballot, the convention shall be conducted in accordance with the constitution and by-laws of the labor organization insofar as they are not inconsistent with the provisions

of this title. The officials designated in the constitution and by-laws or the Secretary, if no other is designated, shall preserve for one year the credentials of the delegates and all minutes and other records of the convention pertaining to the election of officers.

(g) No moneys received by any labor organization by way of dues, assessment, or similar levy, and no moneys of an employer shall be contributed or applied to promote the candidacy of any person in an election subject to the provisions of this title. Such moneys of a labor organization may be utilized for notices, factual statements of issues not involving candidates, and other expenses necessary for the holding of an election.

(h) If the Secretary, upon application of any member of a local labor organization, finds after hearing in accordance with the Administrative Procedure Act that the constitution and by-laws of such labor organization do not provide an adequate procedure for the removal of an elected officer guilty of serious misconduct, such officer may be removed, for cause shown and after notice and hearing, by the members in good standing voting in a secret ballot conducted by the officers of such labor organization in accordance with its constitution and by-laws insofar as they are not inconsistent with the provisions of this title.

(i) The Secretary shall promulgate rules and regulations prescribing minimum standards and procedures for determining the adequacy of the removal procedures to which reference is made in subsection (h).

73 STAT. 534.

ENFORCEMENT

Sec. 402. (a) A member of a labor organization—

(1) who has exhausted the remedies available under the constitution and by-laws of such organization and of any parent body, or

(2) who has invoked such available remedies without obtaining a final decision within three calendar months after their invocation, may file a complaint with the Secretary within one calendar month thereafter alleging the violation of any provision of section 401 (including violation of the constitution and by-laws of the labor organization pertaining to the election and removal of officers). The challenged election shall be presumed valid pending a final decision thereon (as hereinafter provided) and in the interim the affairs of the organization shall be conducted by the officers elected or in such other manner as its constitution and by-laws may provide.

(b) The Secretary shall investigate such complaint and, if he finds probable cause to believe that a violation of this title has occurred and has not been remedied, he shall, within sixty days after the filing of such complaint, bring a civil action against the labor organization as an entity in the district court of the United States in which such labor organization main-

tains its principal office to set aside the invalid election, if any, and to direct the conduct of an election or hearing and vote upon the removal of officers under the supervision of the Secretary and in accordance with the provisions of this title and such rules and regulations as the Secretary may prescribe. The court shall have power to take such action as it deems proper to preserve the assets of the labor organization.

(c) If, upon a preponderance of the evidence after a trial upon the merits, the court finds—

(1) that an election has not been held within the time prescribed by section 401, or

(2) that the violation of section 401 may have affected the outcome of an election, the court shall declare the election, if any, to be void and direct the conduct of a new election under supervision of the Secretary and, so far as lawful and practicable, in conformity with the constitution and by-laws of the labor organization. The Secretary shall promptly certify to the court the names of the persons elected, and the court shall thereupon enter a decree declaring such persons to be the officers of the labor organization. If the proceeding is for the removal of officers pursuant to subsection (h) of section 401, the Secretary shall certify the results of the vote and the court shall enter a decree declaring whether such persons have been removed as officers of the labor organization.

(d) An order directing an election, dismissing a complaint, or designating elected officers of a labor organization shall be appealable in the same manner as the final judgment in a civil action, but an order directing an

election shall not be stayed pending appeal.

APPLICATION OF OTHER LAWS

Sec. 403. No labor organization shall be required by law to conduct elections of officers with greater frequency or in a different form or manner than is required by its own constitution or by-laws, except as otherwise provided by this title. Existing rights and remedies to enforce the constitution and by-laws of a labor organization with respect to elections prior to the conduct thereof shall not be affected by the provisions of this title. The remedy provided by this title for challenging an election already conducted shall be exclusive.

73 STAT. 535.

EFFECTIVE DATE

Sec. 404. The provisions of this title shall become applicable—

(1) ninety days after the date of enactment of this Act in the case of a labor organization whose constitution and by-laws can lawfully be modified or amended by action of its constitutional officers or governing body, or

(2) where such modification can only be made by a constitutional convention of the labor organization, not later than the next constitutional convention of such labor organization after the date of enactment of this Act, or one year after such date, whichever is sooner. If no such convention is held within such one-year period, the executive board or similar governing body empowered to act for such labor organization is empowered to make such interim constitutional changes as are necessary to carry out the provision of this title.



Among the re-elected and new officers of the Gary Teachers Union, Local 4: Robert Razumich, renamed president; William P. Swan, trustee and past-AFT vice-president; Miss Viola Briley, treasurer, and John Friel, second vice-president.

Discipline Plan Offered By Mt. Vernon

MT. VERNON, N.Y.—An exhaustive report on discipline in this city's schools with recommendations has been completed by a committee of the Mt. Vernon Federation of Teachers, Local 865, chaired by Alice H. Scott.

The report reviews factors outside and within the schools, the problem in the school district,

what teachers and counselors can do along with the administration, and puts special emphasis on:

Assistance for principals, enlargement of guidance personnel, reclamation of the incorrigible by means of special training in separate classes, and campaigns for true courtesy.

Also, training in respect for property, recognition for scholastic achievement, and emphasis on self discipline and a sense of responsibility increasing from year to year.

Other members of the committee were Marian Cleveland, Kenneth Maxson, Meryl Southlea and Roslyn Sperling.

